DOCUMENT RESUME

ED 258 719 PS 015 216

TITLE Good Practice in Childminding: A Conference on the Local Authority Role in Childminding (Bromley, Kent, England, November 7, 1984).
INSTITUTION National Childminding Association, Bromley (England).
PUB DATE 7 Nov 84
NOTE 41p.
PUB TYPE Collected Works - Conference Proceedings (021) -- Guides - Non-Classroom Use (055)

EDRS PRICE MF01/PC02 Plus Postage.
DESCRIPTORS *Agency Role; Certification; *Child Caregivers; Early Childhood Education; Family Day Care; Foreign Countries; *Government Role; Grants; Guidelines; *Legislation; Racial Bias; *School Districts; Services; *Social Change
IDENTIFIERS *England

ABSTRACT

This report includes the opening address and a verbatim report of talks given by the two main speakers at a seminar organized by the National Childminding Association (NCMA) to facilitate further discussion of the document "The Law on Childminding: Guidelines for Good Practice." Also included are a summary of the points raised in discussion and reports from each of four discussion groups. The opening address by Member of Parliament Harriet Harman provides an overview of needs of childminders and the childminding profession and describes the politial/economic context in which those needs will be addressed. The talk by NCMA President Dorothy Day reviews the development of public awareness of the needs of under-fives and increasing professionalization of the childminding field. John Ransford's talk focuses on political, economic, and organizational problems of providing social services to young children and childminders. As he notes, steps taken to deal with these issues include such efforts as short-term funding and planning. Discussion groups focused on the registration process, an anti-racist perspective to childminding, support services, and subsidized childminding. (RH)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

ED258719

Good Practice in Childminding

A CONFERENCE ON THE LOCAL AUTHORITY ROLE IN CHILDMINDING

U.S. DEPARTMENT OF EDUCATION
NATIONAL INSTITUTE OF EDUCATION
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

X This document has been reproduced as received from the person or organization originating it.

[ ] Minor changes have been made to improve reproduction quality.

• Points of view or opinions stated in this document do not necessarily represent official NIE position or policy.

PS 015216

"PERMISSION TO REPRODUCE THIS MATERIAL HAS BEEN GRANTED BY
National Childminding Association
TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)."

National Childminding Association

NOVEMBER 7 1984

C O N T E N T S

INTRODUCTION

HARRIET HARMAN MP

Shadow Spokesperson on Health and Social Services and NCMA Vice President — pages 1 - 4

DOROTHY DAY

Save the Children Fund's Director of Child Care for Northern Ireland NCMA President — pages 5 - 10

JOHN RANSFORD

Director of Social Services for Kirklees — pages 11 - 22

COMMENTS ON MORNING SESSION — 23

DISCUSSION GROUPS

Group 1: The Registration Process

Margaret Driver, Lewisham Social Services — pages 24 - 25

Group 2: Anti-racist Childminding
Ann Clarke, National Child Care Campaign — pages 26 - 27

Group 3: Workshop on Support Services
Ronny Flynn, Open University/NCMA Childminding Project — pages 28 - 30

Group 4: Subsidised Childminding
Jean Booth, Waltham Forest Social Services — pages 31 - 32

COMMENTS AND QUESTIONS ON AFTERNOON SESSION — 33

LIST OF DELEGATES

BEST COPY AVAILABLE

INTRODUCTION

In 1983 the National Childminding Association established a Working Party to consider various aspects of the law relating to childminding and the registration and support of childminders. As a result of their work a discussion document The Law on Childminding: Guidelines for Good Practice" was published in July 1984. In order to facilitate further debate and discussions on the document a one day seminar was planned for 7 November 1984. This event was heavily over-subscribed and resulted in an attendance of about 130 people, mostly under fives workers from some 45 different local authorities. This report includes the opening address and a verbatim report of the talks given by the two main speakers; a summary of the points raised in discussion and reports on each of the four afternoon discussion groups.

HARRIET HARMAN MP

I find all too often these days things which I think should be general assumptions about children under five and about after school care and school holiday care are not shared by other people and I really think I have to lay down markers of the sort of approach and starting points which I think we should be taking.

If I have forgotten for a moment that there is a great world out there of people who don't share our attitude about under fives, I was sharply reminded recently by a man who wrote to me from West Wickham in Kent. He held strong views on the place of women and felt that it was a waste of tax-payers' money to spend it on any sort of services for under fives. That is not just a view from one man; that view is shared in a more sophisticated way, but basically the same view, by the Institute of Fiscal Studies and also by the current Government. Now, the Institute of Fiscal Studies recently said, "Parents who have chosen to have children have done so for reasons of personal pleasure rather than social obligation." Now, these attitudes, I think, are growing and I think they are disastrous.

Firstly, they are wrong because they pose parental responsibilities against any sort of collective or communal responsibility or collective or communal provision and they imply that you are either a responsible parent or there is a responsible local authority. Now I think that most parents, particularly most mothers, feel agonizingly responsible for their children and it is right that they should do so but that doesn't mean that we shouldn't all recognise collective responsibility towards all children. I should not have to say it but I firmly believe that the next generation are not just items of personal pleasure for their parents, articles of consumption, like a video or television which can be re-possessed if the irresponsible parents fall down on their HP payments.

Children are a national asset and they are the most important resource of any society. How children are brought up is not just a matter for their parents, although it is primarily a matter for their parents, it is also a matter of the utmost importance for the future health and prosperity of the nation in the whole. And it is against that background, not against the background of the views of people like the man from West Wickham and the Institute of Fiscal Studies that I think that we should look at the question of under fives and after school care and school holiday provision.

I think that we have also got to look at the facts, because it seems to me that people are increasingly ignoring what is actually happening in the real world. What is happening in the real world is that most parents work, or are at least looking for work, and most mothers work. Over 50% of mothers with children under 16 work, and over 25% of mothers with children under five work. They work because they want to work; some of them work because they have to work to make ends meet; but they also work because we need them to work.

It always angers me when I am sitting in the House of Commons watching

male MP's on the other side of the House throwing their papers on the floor, saying women should stay at home and not go out to work and I feel like getting up and saying, "Who's going to pick up that piece of paper that you have just thrown on the floor if not a woman worker?" Then they stagger off and have an enormous meal in the dining room and who serves them? - a woman! And if they get ill through over-eating and over-indulgence, they stagger over to St Thomas's Hospital and they have a nurse looking after them! The economy would grind to a halt if women - the 25% with children under 5 and the 50% with children under 16 - had a mass retreat to the home.

Therefore, although I think that it is very important that we stress a woman's right to work, we also stress the community's need for women to work, and therefore a collective responsibility for the children of those women who are working.

Now for those parents, working parents and children under five, childminders are by far the largest form of provision. But if it is to be a really good service it obviously must have a very close relationship with the public sector, particularly personal Social Services Departments of local councils and, obviously, there is all the difference in the world between the childminder who is registered, who is properly supervised, who has some training and has decent pay and who regularly attends playgroups or One o'clock Clubs and whose home, as well as being safe and suitable for the children, is well equipped through the local toy library. The children she looks after will benefit from mixing with other children and from the facilities that she takes them to. And there is a world of difference between that and the situation of a minder who never goes out, who doesn't get proper supervision and is isolated and simply, as the word implies, just minds the children and nothing more than that.

I also, perhaps,ought to mention that Patrick Jenkin MP, as you know, is engaged in abolishing the GLC at the moment and some mothers and some minders at a One o'clock Club in Southwark, which is right in the middle of some huge estates and is GLC funded directly, wrote to Patrick Jenkin and said, "Who is going to fund our One o'clock Club and what are we going to do if there is no One o'clock Club on these huge estates, with mostly mothers at home, not always children with childminders. Who's going to take up funding and who's going to run it?" The letter that came back from Patrick Jenkin made it absolutely clear that he had no idea what a One o'clock Club even was, and they had given him a clue by saying that we are childminders and mothers whose children under five use the One o'clock Club, so you would have thought that he might have been able to use that thread to claw his way along to find out, but he obviously has not a clue. The people who had received the letter from Patrick Jenkin were astounded to realise that the Minister was about to abolish the GLC with all the services that they provide without even realising what the value was of such an important provision.

Now, the supervision of minders and support services is obviously already patchy, and although there are some Boroughs who claim that there are no unregistered childminders, there are others where the registration procedure leaves a lot to be desired. But all Boroughs, all Councils, face a dire threat in the shape of Government public spending cuts. Now, obviously, Labour Councils in deprived areas who spend most because needs are highest are the most over the targets which the Government have set for them. But there are also very many

Conservative controlled Councils who are spending much more on Social Services than the Government says they should. And given that, the best base line for the support and supervision of childminders is already too low and could already be improved.

To implement cuts when we have already got too much of a low base line, we risk that childminding would be driven back to a sort of twilight third rate service, or a sort of last resort provision for people who come in and ask for a nursery but can't get one and therefore have to fall back on a childminder, instead of it being seen as a positive option for people who want a different sort of childcare from nursery services. And I have to state it, to lay the bench mark, that the council have got no choice but to refuse to make cuts which will so drastically undermine such a vital service which is looking after so many children under five, and after school and in school holidays.

I am very glad to see,though, that despite the doom clouds that are hanging over all Social Service provision, there is still great concern among minders and among Social Services Departments to try and re-examine and improve the service. I think it is right that those positive initiatives should keep going despite the fact that a lot of people feel very defensive and very worried about the future. I therefore very much welcome the initiative of the Childminding Association in calling this conference and the one in January, so that we can all share the discussion of what Good Practice is. I think the discussion document is really excellent and I really look forward to hearing how the discussion develops from that document.

I think that the document also importantly highlights the inadequacy of the legal framework for the childminding service. We really must have minimum standards actually written into law. I know that a lot of places are actually complying with what would be minimum standards if they were written into the law and that is fine, but I do think that there is no excuse for simply saying leave it up to the councils to decide what minimum standards are. They must be written into the law and certainly I am committing the next Labour Government to actually lay down minimum standards in law rather than simply just ministerial exhortations and relying on the good will of councils. Particularly, for example, the maximum number of children of each age, review of registration, maximum and minimum age of minders; and I think that we could be laying down the statutory instruments covering such things as the information to be kept by minders, hygiene and food arrangements for minders. Perhaps not something that should be in the primary Act itself, but should be laid down in the statutory instruments as far as the information by minders is concerned. This was starkly and unfortunately pointed out to me a while ago.

A friend of mine had a child with a minder who was murdered unfortunately by her husband during the day when the children were there and there was a terrible business of trying to get in touch with the parents because the parents didn't necessarily know where each other lived and everything. Obviously those sort of things are commonsense and they are good practice, but they also ought to be written into the law.

I am also very much in favour of the idea,which is floated at the end of this document, that requires local councils jointly with local childminders' groups to draw up and submit to the DHSS a programme of support services for minders, so that the DHSS can actually see a plan developing around the country by the local councils working with the people who provide the services to make sure that this is a really good scheme. And I think our goal should be not only to ensure basic protection for children who are with childminders but also to develop the childminding service so that it is a good part of a comprehensive range of services from which parents can choose, and which they can afford.

So I am very grateful to be invited to attend this conference and I am going to be listening very keenly to the views that people will be putting forward.

Please do contact me with information about what is going on in your area, if it is very good, or if it is bad, or just what is happening normally. I do want to know about it and, as the National Childminding Association well know as I do, you don't find that out by asking your Government. When you ask the DHSS they simply say they don't know. So we do rely on you as well as the Childminders' Associations to be our sort of local eyes and ears. So the address is The House of Commons, SW1. Please write or phone and tell me what is happening in your area so that we can build up a good picture. Thank you.

Harriet Harman MP

DOROTHY DAY

I am more than pleased to be here. I have not lost my playground voice! Usually when I am talking to childminding audiences I am talking to my friends - that doesn't mean to say that Social Services are not my friends! I would never dream of saying that. I am always slightly rude about Social Services because I was a teacher and you know how teachers hate Social Services!

I feel some trepidation because I am sure there are people in the audience who have more detailed knowledge of what is happening in the childminding field than I have at the moment. But, on the other hand, I do have a fairly long standing, even though it may be from the touch line.

The title of my talk that I was asked to give is 'Local Authority Role in Childminding - What has been achieved so far?'

This particular question could have two very quick answers:

One could be that a great deal has been done, and the other could be nowhere near enough has been done. And yet both of these could be absolutely true.

During my short talk this morning I want to elaborate in a very general way on both these answers. Before I do this it might be helpful for those in the audience who do not know me, and who haven't met me before, to explain maybe why I might be the appropriate person to do this.

I have, as Harriet said, had a fairly long connection with childminding wearing a number of different hats. I first came across childminding in 1969 when I was a head teacher of a primary school with a nursery in Nine Elms, Battersea. Of my 60 nursery children in this primary school, 50% of them were brought to school and collected by childminders and 50% of my nursery children had childminders in loco parentis and I hardly ever saw their parents because their parents were working the sort of hours which didn't allow them to fit in with school time.

They were dawn-watch children, if you like to use Brian Jackson's term. They were deposited early in the morning, had breakfast with their childminder, walked to school, had a nursery day, had dinner at school, were collected by the childminder and picked up by Mum or Dad when he or she had finished work.

I had never met a childminder before that. I didn't even know what they were because before I worked in Battersea I had taught in Richmond, Surrey. (Nice place, Richmond, Surrey) - and the world didn't really hit me properly. Childminders were something which never came into my ken and, in any case, we called them 'babysitters' in my generation and they were slightly 'not very nice'.

I learned a lot at Battersea and it was where Celia Smith and I first met - about childminding. I learned a lot about unregistered minding and registered childminding. I learned about good childminding and I learned about one very bad childminder.

I moved from there to a privilege working in a national centre which meant that I met Social Services and childminders up and down the country over a period of four years. And I was privileged to be in at the very very beginning of NCMA - having been dragged in by Sue Owen who then worked for Save the Children Fund. I was at the inaugural meeting and the first AGM and have been connected with the NCMA ever since. Now I am privileged to have been Vice President, and now President and proud I am to accept. So I have been on the touchline of childminding for 15 years - never been a childminder, nor a Social Worker responsible for childminding and never had my children childminded. But, as it were, watched from the touchline gradually over the years becoming more and more involved and aware and more connected and more prepared to give my time and some thinking and some fighting and supporting of the NCMA and childminders generally, because I have come to think of them as very very worthwhile people.

I started 15 years ago roughly, so maybe I have watched childminding over the most developmental period of childminding generally. Before looking at the development and achievements of the last few years I think it is important that we put things in an historical perspective and realise what vast changes have gone on in society since the Act.

The current Act, remember . . . At the time of the Nurseries and Childminders Act 1948 it seemed to me, looking back (and I was 20 then), it seemed that life was simple. There was post war euphoria and the world was going to get better. We all believed that. There was a simplistic approach to children and parenthood. Mothers looked after children and fathers went to work. All mothers could look after children, any woman could look after children because that is what they are made for. Children needed physical care and love, and some poor women had to go to work. Their children needed minding and this was a job which any woman could do as long as she was a 'fit person'.

The concept of nurturing children's development and the importance of this was not really widespread. There were some cranks in the education world who thought learning began at birth, and there may have been a few cranks in the Social Services who thought it too! However, it wasn't a widespread concept what happens to young children before the age of five.

No-one really truly envisaged the massive and rapid changes which took place over the next 35 years and I need not elaborate too much on the changes. We are all aware of the massive technological changes which have gone on. We are aware that there are more working women, and that there is a need for working women. And Harriet has mentioned that families are more mobile; that there are more broken marriages; that the extended family has decreased, partly because of smaller families and partly because of mobility. In addition, although we might not think it is enough (I don't think it is enough) that in addition, the concept of children's develop-

ment is more widespread. And there is a very much wider - not enough, but wider - concern for the nurturing and development of children between 0 and 5. And yet, 35 years on, it is the 1948 Act that we live on, that we use, that is the only Law to consider.

Let's now elaborate a little on my first answer - that a great deal has been achieved. It's difficult to elaborate on this answer in any logical sequence, as it is difficult to know what happened first and who influenced who. A chicken and egg situation. However, let us look at the general facts to do with the under fives.

Internationally, and nationally, there is a greater awareness of the needs of young children. There is no doubt about that. I'm not saying it's enough. I'm not saying that everyone understands what we are talking about. Referring to Harriet's reference to Mr Jenkin, I might tell you that I meet professional people from time to time who also don't know what a One O'clock Club is. Try telling our team workers what a One O'clock Club is or talk about a Drop-In-Centre and they are absolutely certain that a Drop-In-Centre is for teenagers.

It is not just political people, or the man in the street, or whatever, who has a lack of awareness of the under fives world we are talking about. I dare say there may be some senior people in education who wouldn't have a clue. And I wouldn't be surprised if there aren't some people in Social Services. How many Directors of Social Services are absolutely certain what a One O'clock Club is? So I want to make that comment that in saying that I was thinking of some people that I know who are professional people within the world of caring for young children who would not know.

There is a great awareness of the needs of young children. Just look at the Council of Europe's work between 1969 and 1979. I wouldn't be surprised if they didn't play a part in influencing the Joint Circular. Further to the Joint Circular, I was working in a National Advice and Information Centre at that time, with specific responsibility for the Under Fives, and in one year there were 11 statements of policy from 11 different organisations on Under Fives, including the TUC Documents and, in most cases (all except the NUT, in which childminding was noticeable by its absence) had reference to childminding.

During the same period, early 70s, and still ongoing, there were a massive amount of different research projects - from this establishment, from the NFCR, Thomas Coram, from the National Educational Foundation Research and Development Trust and a number of other bodies. There was a great span of research into young children, and it has not stopped although it has died down a bit. During the 70s there were a number of campaigning organisations - The National Child Care Campaign, Gingerbread, The Child Poverty Action Group, VOLCUF and Barnados (who don't have a political stance, but have something to say about it). So, generally during those fifteen years I don't think we could think about what's been achieved in childminding without being aware that there has been an incredible thrust and awareness and thinking which have had an effect on what was happening with childminding. I only mention a few of those thrusts because of the time.

It has been hardgoing - that thrust - because there are many of us in this audience who have been part of it. I don't know if any

of you ever feel what I have often felt,and sometimes still feel, that you know that you're right about under fives and you are bashing your head against brick walls to say 'listen, listen'. I see that there are many people in this audience who recognise this at different places up and down the country. There are people in the professional world who don't understand what we are saying. They are caring people but they don't know what we are talking about - 'Play, yes, well, all children play.' Because people have gone on battering their heads during the last 15 years and not stopping, there has been greater awareness. There isn't necessarily more money, in fact there is less money, but there is a greater awareness and I don't think that we can put childminding into a context on its own. So what are the positive achievements in the childminding field?

This is more difficult to put into any logical sequence. It is such a chicken and egg situation as to what came first that I can't even sort it out. Did childminders influence Social Services or did Social Services get concerned about non-registered childminders? Or was it people like Brian Jackson and Celia Smith, who was then in Social Services? Was it Thomas Coram NCB? Who was it who alerted a small part of society to the situation of childminders which in 1974 to my knowledge was certainly far from satisfactory?

Celia was working with childminders in Wandsworth and Brian Jackson began his work with his book in Huddersfield and Manchester. And, although a bit later, Thomas Coram was looking at small bits of childminding, it is difficult to know what started it.

But it started and it took off. We can't give any one group of people the sort of credit for the beginning because some mothers, some Social Services, some researchers and some childminders scattered throughout the country were thinking similar things at the same time. Because there were vast numbers of unregistered childminders and I and others didn't even know what registered meant.

What did childminders get out of being registered? Nothing except a lot of hassle maybe. But there have been achievements in that time because not only are under fives on the map but childminders are on the map. In 1976/77 when the Petrie research had come out, which was very negative, I remember saying 'don't worry about it' and 'these negative thoughts about you won't do any harm, they know about you'. And some of the negative aspects of what people began to think about put childminders on the map. It made childminders more alert too. It made them say 'of course we're not bad. Of course we talk to children, of course we love children, of course we're as good as nursery nurses.' So it alerted childminders, Government Departments, Social Services. They were now on the map in spite of the fact that Harriet is saying that childminding could deteriorate into a twilight child care provision - never! You'll never do that again.

I don't know how many were at the AGM, but 5, 6 or 700 childminders were there, and there'll be more next year, more the year after. They'll never, ever be destroyed. That's an achievement. Registration is probably quantifiably more. I haven't got statistics, but I suspect there is a big change since 1974. Specific support

by Social Services will be very mixed, but it's probably more than in the late 70's. You couldn't open New Society without seeing an advert for a childminding support worker and in one year they were coming in like wild fire, I nearly applied. I am sure cuts and financial difficulties have made a difference, and you don't see many advertisements now, and as long as they are in the rolling budget it's a bit more difficult to get rid of them. So there is a greater support for childminders, although nowhere near enough.

The DHSS has seen fit to go on funding NCMA so it must have some positive attitude towards it. It wants it to continue. Childminding things appear in Social Service minutes. That wouldn't have happened in 69, 70, 71.

What are childminders? Many Social Service Departments have used the Act to give creative and useful support to childminders' groups. They have taken it upon themselves to have a creative attitude to childminders, either because of policy of the department or because individual workers within that department have banged their head against the wall until they have got what they wanted, and because individual workers have worked overtime (for free) because of their commitment to the need. There is a greater imaginative use of childminders in coping with referral children and childminders who are keeping children out of care. And there is a greater understanding and a wider use of childminding roles. They don't just look after children of working mothers, but help with fostering, have children out of day nurseries and many other uses, because the role of childminders has changed.

Childminders, over the years, have got their own thinking together about their standards. It is they who have said that we want standards . They have been used in consultation with Social Services in deciding what to do.

These are some positive achievements, but it is not enough. We know that there are no Government guidelines. There are vast geographical differences so that a childminder can move from one place and go to another. Once, and I'm sure it wouldn't happen now, a childminder went to Social Services to be registered and was told they hadn't got time and it didn't matter anyway - that was in 1978. The awareness of the under fives is greater but there is no cash to go with it.

I back what Harriet says about society not having a commitment to children which are their most treasured possession. And without the NCMA, because of Government lack of cash, I do think that childminding could go into the twilight. I don't say it will: it won't, but even though it has backing from elsewhere you can't do the impossible with nothing.

There is still ignorance in the profession and from the Public. We're totally dependent on local authorities for standards and there is no new national thinking. The last thing is - people who work in the under fives field, not just in Social Services, tend not to be given high places, tend not to get the top job, tend not to seek promotion, tend to be lower paid. Maybe because we are mostly women, maybe because that is what society thinks of them - maybe that is too political - maybe we are just

too busy looking after the kids. But whatever, up and down the profession, those working with under fives tend, not always, to be lower paid - especially those at grass roots because society gives it low status. 'It's children and we're willing to do it'.

Where are we going from here? Our next speaker can tell you, but we are not going back. The reason for this I have already said. Because the NCMA which started with a number of catalysts, from grass roots, from Social Services and a number of researchers outside and voluntary bodies; it was started by themselves allowing childminders to get together. And something which got itself together is not going backwards, but is going on and on.

DOROTHY DAY

JOHN RANSFORD

Can I say two things to start: just to put this on the record.

Childminding and support for childminding have come a long way. I agree with everything that Dorothy has said about how far it has come and if some of the things that I say this morning sound a bit hard and difficult, I start from that knowledge that childminding has come a long way. It is on the map and it is going to stay there. I start from there.

Secondly, I always feel a bit of a fraud on these occasions, coming to meet people who know so much about childminding and the care of the under fives because, I confess, I don't. I confess that I have no direct experience of childminding either. I do have a vested interest in that I have got two under five children of my own, which, I suppose, is slightly exceptional for a Director of Social Services. My house seems like a 1 o'clock Club and a Drop in Centre all the time! And we are very pleased that it is. But I have got that sort of direct experience.

One of the things that worries me, and this is a bit of an aside but it is picked up from what Dorothy said, is that when I came into child care in 1968/69, before the great explosion of under fives work (because that was then done by the Health Department), the profession (the social work profession), all that went with it, was absolutely dominated by women. If you think back to 1948 all the people who took great strides, almost without exception, were women and one of the things which saddens me in terms of direction and management in social services is that they have virtually all gone.

I think I can explain the reasons why and now perhaps is not the time to do it, but it came home to me last week. We advertised for an Assistant Director in the Department and we would have been quite pleased to appoint a woman because I think that the right woman would have fitted into the team. There were 47 good applications: 46 men and one woman, and that is the sort of thing that is happening in the senior management of the Social Services Department. It explains some of the reasons,I think, for why childminding organisers, play-group organisers, people who are interested in the under fives, feel frustrated. It is not the only reason but it is perhaps an interesting aside.

In trying to do a bit of preparation I thought that I would just dip into history too, and to show that I had done a bit of research I looked up the 1968 Memorandum of Guidance, which all of you will be familiar with, which you will be able to quote to me in great chunks. Why I say you can quote it to me in great chunks is because there is really nothing else in terms of a comprehensive approach to what support for childminders from local authorities should be. That is the last one I could find; unless I had missed something.

It is very good, but it is interesting to look back to the sixties, the style and the equipment. If you read this document, what's important about childminding is the physical surroundings in which it is done: the size of the rooms, what the sanitation is like,

whether or not there is a garden, education and play in terms which I got my wife to read (who is a primary teacher) and she didn't really understand what it said about education and play - and there is quite a lot about it there, health, feeding and training. And that's what it addresses itself to. Nowhere is there anything other than a passing implicit reference to social and emotional support in terms of what help and services for young children is about.

So, that is where we start.

I think that it is fair to say the great strides which have happened in the support of childminders in the last decade, which have produced a document like this, have been done by private and voluntary and individual efforts and have not been done by a state in any of its manifestations taking it up as an issue yet. I will come back to that later.

The last thing that I would like to say by way of introduction is that I personally believe, from what I have seen and some of what I have experienced, is that, done well, childminding is still the best option we have got for care of under fives. I believe that very strongly, and I see people nodding in the audience as if that is an assumption I should have made without saying it. But I got myself into awful trouble once by saying that locally. I said that, which I thought was uncontentious and it was reported in an organ called the Huddersfield Examiner, which one or two of you would have heard of, on the front page and I had hell the next week from nursery nurses talking of industrial action and everything. Why was I rubbishing my own nursery service?

I have got a lot of respect for the nursery service and the NNEB. Does NNEB mean anything to you? In case anyone doesn't understand what it means, it means No New Exciting Breakthroughs! You might think that that is cynical and unfair about the NNEB and I think, in terms of training, examining and practice, it is changing - water drips slowly - but I think the importance that qualifications, all it means, has had on professional care of the under fives slants the service we provide. It slants it towards a traditional health service model, parts of which I think are relevant, valuable and are high quality. Let us not ignore that. But I think that it excluded a lot of the important aspects that childminding has given us; about the importance of family interaction, about the importance of different sorts of family interaction, about the fact that a lot of children that childminders are dealing with are socially disadvantaged on any possible dimension you would like to mention - some of them on every possible social disadvantage you would like to mention. I just think that the whole of our nursing tradition really has partly ignored that.

It reminds me, I talked once at Croydon College - a colleague of mine used to use case studies from her professional work at Brixton, and not one of the people she talked about was black. Now, how the hell, in 1973, you could talk about Brixton without talking about black people and social service contacts . . . The reason was because she had been in education for twenty years and when she was working in Brixton the ethnic issue wasn't an important one. I think that we tend to get institutionalised about the way we look at issues. And that is really the only point that I am trying to make.

There is a massive case for legislative change and,because all of us who have spoken this morning agree on that,I don't want to dwell too much on it. It is our major investment for the future. If you look at it in popular terms, at the moment investment and return of investment can't beat children. And the only time I want to mention Brian Jackson this morning is whatever happened to his idea of a Minister for Children? There is a Minister for important things: for the NE and for arts, sport, and all sorts of very important things. I cannot think of anything more important than some sort of specific responsibility for children.

I think that the Labour Party have made a start with Harriet's appointment, because for the first time we have actually looked at personal social services, which, remember, is the poor relation of the DHSS. In terms of spending and power we come a long way behind the NHS and and Supplementary Benefits.

So, that's a start. So, surely there has got to be, sometime, some ministerial responsibility for our investment and support of children. In terms of childminding, playgroups, regulations and all that, it's high time. It seems to me that since 1948 we have had massive changes in the legislative basis of our work.

Juvenile Offenders: the regulation basing our work with juvenile offenders has changed four times to my personal knowledge. Which might say a lot about the importance of that subject. In terms of children placed for adoption, that has changed twice, quite radically, and we are just going through the throes of the whole issue about private and voluntary homes, particularly for the elderly and infirm, at the moment. So it is quite possible for the Government to legislate. Those regulations, appropriate as they were at the beginning of my lifetime, I think are inappropriate now. So we can agree on that.

Also, I hope that you agree on the code for good practice. I have read through it and I have got people much more involved in under fives work than we in the department to read through it. It is one of those things but the only danger with it actually is that when you read through it it is difficult to disagree with. For those of us involved we'll say a bit more about the assumptions later. But it is a bit like community care - have you ever come across that? - particularly with the mentally ill and handicapped.

Everyone agrees with community care. Great tomes are written on community care and everyone agrees. But it is what that means and how it is achieved that's important for me. Not so much what it says, with great respect, because I think what it says is good and it's well worked out and it is very worthy of support. But it's how you achieve it.

I was going to call this talk 'Caring in the Cold', but I thought perhaps that was a bit too trite a title. But that is what it feels like for me at the moment in my role at the department. I don't know what it feels like for you. Caring has got to be organised and resourced in what feels like a very cold and inhospitable world.

I think that in the late 60's/early

70's, in the beginning of my career, the sort of caring function in society was beginning to be seen as something about which there was some sort of consensus, as though there were different emphases. There were always 'disgusteds of West Wickham' I suppose. I hope that you get other letters - other than 'disgusted of West Wickham' - by the way. I hope that it's not your only correspondence.

I suppose there were always people who believed that caring wasn't one of society's pre-occupations, but I think we were slowly getting there. In a sense to me that seems to have gone back; that there now is a much greater threat to caring services in terms of their existence, let alone in terms of their importance, certainly in my career. And the only hope that we have got in my sort of world of improving good practice is matching those ideals and aspirations absolutely to resource of availability. If we don't do that we are in the pious hope business, and the pious hope business might be alright for us in this meeting this morning but it is not alright for the childminders out there - and maybe a few that are in here. Pious hopes don't help them at all. The fact that we are with them, that we are supporting them means nothing unless we actually deliver something. In that sense, and I don't want to draw parallels between two examples, but in that sense it is important to starving people in Ethiopia because starving people in Ethiopia aren't going to get much help from world good will, they are only going to get help from food actually arriving and changes in their whole economic, social and political base so that that sort of problem is lessened in the future. In that sense I think it's the same for childminders and the work they do. Us telling them they are doing a good job almost gets to the hypocritical point sometimes I think.

It is only when we arrive with some sort of resource base that we are going to get anywhere. And that is the next task it seems to me, having got the general assumption,at least in the under fives industry if I can call it that, that we need to legislate a change. We need some more lines for Guidelines on Good Practice. The next thrust is how it is achieved, and that is when the hard work starts, whatever approach you accept, whether you accept an incremental improvement over time - because I think that's what our Department has done.

I was shuddering on the train when I read that bit in the report which says that an organiser should have a case load of sixty. I was dreading the fact that Glynis and Joyce Hobson might be here today and start their lobbying now, and I am sure they will start it tomorrow morning, saying,'Now that you have exposed yourself to all this childminding interest, you are going to do something for us'. Whether we can do it on an incremental basis or whether we can make some sort of gigantic leap doesn't matter; there has got to be a resource input.

Before I talk about that, I wanted to talk about some of the problems that face the Local Authority in doing that, not as excuses or appeasements, but as realities, because they are realities and if you don't believe me then we will talk about it in much more detail afterwards if you like.

The first is, how the hell you rank priorities of need in a Social Services Department - Social Service Departments, as you know, are not only about children, far from it - from the domination of the old

Children's Departments in many ways amongst Local Authority caring services, child care as such has become a very small part of the Social Services Department responsibility. We spend roughly half our money on the elderly and the elderly handicapped, we spend something like, and in very broad figures, 30-35% of our money on child care services across the board. So it already starts from a fairly low base in the resource fights. I have not yet found a way of ranking needs and priorities when every need is paramount because everyone who comes to see me and every service we run seems to me to have an inarguable case. That's one of my problems.

And it doesn't help me to look at this business of cutting cakes, because the cake always seems too small - one of the problems,that doesn't make it unique in Social Services but I think we have got the problem to perhaps a greater extent than other people, is that once we identify a need and provide services for it it always creates more demand, never less. If you do something about the number of childminders you register there are always more childminders who want registration. If you do change it, which I think you should, from a sort of inspectorial role to a support role, that drums up demand, doesn't it? I mean, you never work yourself out of a job, you always create more demands. I think that's true right across Social Services provision and it's hardened when there is some sort of economic strife. When there are economical difficulties in the country, Social Services demand is greater. That seems to be inarguable, but I don't believe in assumptions any more because people don't seem to accept my assumptions. It seems to me that there is always a greater need for social welfare when there are economic problems. So everything is a priority, so just creating a priority ranking order doesn't help; particularly when you look at power of some of the other groups.

Take the elderly; and I don't want anything that I say this morning to be taken in the way that I don't support better services for the elderly, because I do. But in broad statistical terms there are three times as many elderly people needing help as there are under fives in the borough for which I work. There are more of them. They have, I think, for a whole series of reasons, greater priority in a lot of people's minds. Although I get the sort of letter Harriet gets about the under fives and should we provide any service at all, I don't recall anyone saying to me that we shouldn't be providing some sort of services for our older generation - I can't remember one person - or certain groups of the handicapped: the blind, the deaf, the physically disabled. There seems to be some sort of consensus about that.

It is only when you get into the child care area that you run into problems, particularly juvenile offenders of one sort or another,or the under fives. How you can lump those two groups together I don't know and I don't want to. But certainly they are the groups where the only judgement seems to come into it. And certainly other organisations are getting better organised. There is a big move at the moment, and rightly so in my view, for better services for mentally handicapped, because they are the group that I think have lost out most over the seed of the organisation or what happened in the early 70's. I think that services for the mentally handicapped have gone back, quite frankly. I mean, it's not that they are late to arrive, they have actually gone back. And things are happening in the mentally handicapped field. But the more you deal in one sphere gives you greater problems in others. That is the only point that I am trying to make.

But it gets a bit harder, because in the fight for resources you then have to look at other local authority functions: education, leisure facilities, all the other jobs that a local authority does.

Now I used to have a Chairman who said that the great thing about Social Services is it's apolitical, it's not a political issue at all because we all believe in social services. That, I suggest, wherever you stand on the political spectrum, is very naive.

It's the most politically sensitive and important aspect of a local authority provision, simply because it's the most value laden. Most people, because most of us do have children at one point or another, believe in education. There are all sorts of arguments about what form education should take and what its objectives should be. But most people believe in education. Most people want their dustbins emptied and their streets lighted and the roads mended. Quite a lot of political controversy about housing, but, by and large, most people believe that there is an aspiration for good housing for us; the argument is what sector should finance it? I would suggest to you that in Social Services there is not that consensus. A lot of people resent some of the money we are spending and in some ways you can understand it.

You have got a special counselling service jointly with Health on people who want abortions. Now you can understand, I suppose, why that's value laden. Because it really does go to the bottom of every political, emotional, social, religious feeling we have and I suppose you can understand controversy about that. But in terms of providing Day Centres for the handicapped, or Day Centres for the under fives, or Toy Libraries, you would think that it isn't value laden. But it is very value laden and you can imagine the sort of argument I get into with other Chief Officers about the sharing out of resources.

They call Social Services a 'sacred cow' because we have had growth every year since 1979. And they say that when I put my arguments they should bring a box of Kleenex because it is all emotional and it is not based in reality. I think I have got to get a lot more emotional, but that's another issue.

When you get past that hurdle of sorting out the available resources with other departments, I have to go to places like the Finance Committee and the Personnel Committee. Now, I don't know if any of you have ever witnessed those happenings in a local authority, but in most local authorities, whatever the political control, they are not places for faint hearts. And going in there and saying that we need to provide better services for the under fives is no argument at all. What you have got to have is an argument which says how much it's going to cost, how many people it's going to provide for, how you are going to finance it and what it's effect is going to be on next year's rates. That is the sort of answers that you have got to give and you can't go in there and say that I want to do this because I believe in it and however much it costs we have got to do it. There is a place for that sort of argument, but it is not in the Personnel Committee in my experience.

Above all that there is the whole issue of resource restraint. Now you will know about resource restraint because you probably see examples and the effects of it every day. I will try and give you a sort of five minute lesson on local government financing which is neither

accurate nor completely comprehensive, but I think that it will give you some idea of what will happen.

In most authorities now, unless your penalties have reached a very high level, between a half and two-thirds of the local authority's expenditure is financed by Government, so either rates or specific grants for various things just over half. The present Government, since 1979, has had a quite specific and unashamed policy of cutting public expenditure. You could argue, I think, that it is the only policy, I don't know, but certainly it's a policy. And certain areas of local authority have been protected - the police are perhaps the most obvious example. In terms of the rest of us, there is a policy to cut public expenditure.

Now, we work, these days, on a thing called GREA. Does that mean anything to anyone? I can't think of a funny title for GREA - Grant Related Expenditure Allocation. Now that is worked out by a bank of computers on Millbank,from a concept borrowed from somewhere in North America, which works out on an actual money basis the needs of an area and what resources that area needs to meet that identified need. That is what it is intended to show. There are all sorts of problems with it.

The Government say, at the moment, that it is an objective test. It is not an objective test. But you can argue that it is a rough and ready calculation of what an authority needs. And I know what my authority needs and I know what Social Services needs and we don't get it. But we spend below GREA. What really counts in resource allocation is not what your GREA is, which you could argue at least is a rough and ready test and the same for everyone, but the change in the expenditure pattern since 1979. That's what really counts.

Now, take an authority like mine which is a low spender on any measure you would like to use. Because of change in political control and I think a different emphasis in the authority, there has been quite an increase of spending in my Authority since 1979. That imposes penalties, and it means that if we continue to spend over the level that the Government says we can spend, not the GREA but their interpretation of what our spending should be, then we get some of our grant withdrawn. If you raise the rates to replace that grant that you have had withdrawn you get additional penalties from the central government. You can end up raising £9 in rates to spend £1 in the borough, which is crazy finance from any point of view.

The Government's defence is that you shouldn't be spending the £1 anyway and if you didn't spend the £1 then there wouldn't be that sort of problem. If you want to spend it you have got to spend up to £9 per £1 for it. Even beyond that, some of my colleagues, particularly in London but it is happening elsewhere, have been rate-capped. Which means that the authority can't raise it's rates above a certain level which the Secretary of State defines. Now, wherever you stand politically, that seems a bit daft. It seems to me that the inalienable right of any elector, if he doesn't like what his council are spending on services, is to turn them out at the next election, which is part of the democratic process. If you believe that a local authority should be spending less, and a lot of people do and have got arguments, then you have got a chance to throw out that administration and get in another one who will spend less. And if people think that you should spend more, then there is a way of dealing with it. But for the Government to say that an area like

Kirklees - which most people have never heard of and is in Yorkshire anyway, so most people don't want to know - should spend really does ask questions about our whole system of local government. We either want a system of local government or we don't.

I think that there is a lot of credibility in saying a local area should determine the type of services it provides. I happen to stand for that; mainly because I work in local government and have worked in it for quite some time and want to see it remain.

They say that there are ways around it, that rate capping is a specious argument and just people who don't know how to control services are complaining. They use three words, and they have become very very popular, you will see them a lot: Effectiveness, Efficiency and Economy. A local authority should be effective, efficient and economical, and I agree with every one of those things. I hope everyone agrees with all of those things, just as much as we all agree that the new Guidelines for Childminders if enacted in law would be a useful thing. The problem is, in a way those concepts have been stolen by the Audit Commission which produced this, which is a profile of my authority, and translates those into targets for spending less money.

Value for money, in my terms, is exactly what it means. How do you get more value for the money that you spend? Not cutting money, that is an entirely different approach. If they want to cut expenditure in certain services, and as you say so I think that childminding is one of them, we need to spend more money in order to get value for money because I think some of the money that we are spending at the moment on under fives is not being used properly, simply because it is spread too thinly. I think to provide a more effective service for under fives in my Borough means spending more money on it. A difficult argument to have with our external auditor, but it is one that I am trying.

One way of getting round all this is what I call the forestal - short term spending - that has been the answer. You'll have heard of the National Children's Centre in Huddersfield, one of the early examples in improved support and importance of childminders; that was mainly funded from an Urban Aid grant, and a lot of money from the Department of the Environment to spend on it. I am sure, in this room, you will have heard of the Under Fives Initiative DHSS 1982. The only item of major, so called, Government policy ever issued on the basis of a press release - because that is how it was done - and not by Government circular. Some of you are probably funded by the Under Fives Initiative actually. There are all sorts of short term funding options, short financing is another one with the Health Service; now, they have been very useful, and let's not get that out of perspective either - pump priming, providing initiatives, getting things off the ground, a lot of the present work of the National Childminding Association based on the Under Fives Initiative - and it has provided a service which wouldn't otherwise have been there.

My worry, and you might call me pessimistic, is what happens at the end? The problem with short term funding is exactly that. And that is why I call it "funny money." It gives us a forestal. It enables us to put our expectations into action, and no-one, I hope, would retract from that. At the end of the day, it seems to me, either

the need is still there because people have identified it or by solving a problem another issue for resource has been created. Nothing ever goes away, is my principle. So, when the Urban Aid funding runs out, or when the Under Fives Initiative comes to the end, or when a specific grant runs out, people come and knock on my door and say 'right, when are you going to take us over, Local Authority, because we proved a need, we proved that we do need a service so you have got to take us over'. And it is something we managed to do with the National Children's Centre. We managed to fund directly to important parts of their work because it was worthwhile, but because of what I have said before the chances of doing that now are harder than they were before. There is simply too small a resource base in which to do things and the policy of my Council,at the moment, in formulating a budget, is anything new , anything you haven't done before, you have first got to look at existing services and decide what you are not going to do.

Now, whilst I say absolutely that we have got a duty every year, because of this economy and efficiency business,of looking critically at what we do to see whether we can do it in a different way or stop doing it - you try taking a service away from someone.

Assessed need for home helps is the most important I can think of. An old woman has to go into hospital. As part of her rehabilitation a home help for a few weeks is going to help her resettle back into her community. So you allocate a home help, say, for six weeks, and you tell her that it is for six weeks, and you tell her family that it is for six weeks, and you tell the neighbours that it is for six weeks. At the end of that six weeks she has made a great improvement and you say, right, that home help can now move on to help someone else. You ought to see my mail bag when that happens! People write in and say 'Now this old lady is 82. Now, how can you starve her of resources like that, how can you take things away?' It is very difficult to take a service away from anyone, so just providing funds from any exisiting resource is easy to say but hard to support. And the only way that we are going forward is not on 'funny money' short term funding.

Short term funding is immensely useful and is immensely welcome to get things off the ground, but you have always got to have the targets where you go in view. There is no way round it,other than setting objectives for what we want to achieve as a department,in terms of what we want to see developed, defining what the priorities are - my hope is that the under fives have some sort of priority ranking - and then resourcing the services properly and saying that we are resourcing them properly, and then critically evaluating them to see whether we are getting the right sort of service and change them over time.

It's a planned approach. Sometimes people say planning is nonsense when resources are short. Quite the contrary. You need plans much more when resources are short to make sure that you need to fund things over a period of time. Then we have got a problem like the problem I've got in our Council, like the run down of the textile industry. I won't even mention mining this morning. But the run down of the textile industry and all those mills that used to be working ten years ago when I went to Huddersfield, rows and rows of them, whole valleys of them, and they have all gone and they won't come back. In some cases they are being replaced by big Asdas and

big Sainsburys but I think there is a limit to the number of supermarkets that can be built to provide labcur and to provide services. The whole industrial base of the area that I work in has been taken away. When we have got a problem like that to cope with the importance of the under fives has got to be very carefully monitored.

So how do we come into the warm? How do we get out of this cold harsh world and try and change it? Well, just a few thoughts which we can perhaps adjust some more.

The word commitment means making sure that the under fives remain on the map. It means lobbying people like me. It means making sure that the case is properly stated. Mencap are doing very well at the moment. I don't know if Mencap have changed policy, but they are really doing an impressive job on people like me in terms of the importance of services and the under fives group must do the same. It is going to become high profile. You have got to say how important it is. Don't make assumptions about anything, assumptions aren't important anymore. No-one is just going to accept out of their own experience that we have got to spend money on the under fives. We have got to prove that that is a priority.

Childminders have got to do it as well. I don't mind the fact that childminders are much more articulate, aggressive, unionised, than they ever were in the past. I think that is an important development and it has got to go on because they have got to see themselves as an essential group. There has to be far more proper co-operation in the under fives industry than there has been in my experience before. I go back to my cracks about day nurseries. We have got to look at the three basic traditions of under five work - the nursery nurse movement, the playgroup movement and the childminding movement. And we have got to see them working together much more in an integrated way. No, I know that people here say that we do anyway, and I think that you do, but there has got to be much more close working and flexibility of resources.

It sometimes worries me very much that our day nurseries are used pretty intensively from 7 o'clock in the morning until 6 o'clock at night, seven days a week, but very little outside that period. And it seems to me to be a waste of resources and something we need to do something about. Not to run day nurseries longer, necessarily, but to use those purpose-built resources for the under fives for different things. And I think that we ought to be working much more carefully to it. In order to do that we need to cross our professional and traditional boundaries and we need to share things much more. We need to break down organisational barriers. The 1978 Co-ordination Circular talked about breaking down the barriers between Health, Education and Social Services - there's a group.

I travelled down on the train with three health visitors who thought that they were going to get eaten alive by childminders. They are probably right actually. Their idea of under fives, because of the traditional ways, had different emphasis to our emphasis but probably very valuable once.

I agree with what you said about social workers and teachers. I mean I live with a teacher and it creates tremendous strain now and again. But there is a tremendous wealth of experience and commitment if we can bring it together and I think that we have got to do more on that level. At the front line we have got to see things like inspection, registration and evaluation as genuine sharing, as mutual exchange of information, of learning from people and not preaching at them. And we have got to emphasise training and development in terms of what people can learn from each other as well as what the local authority can teach them - which I think is the dangerous end of training.

Sometimes I get very worried about courses I see laid on by local authorities, however strong I think the motives are, because I think that there is a wealth of experience about us learning from child-minders and I think we ought to start using it as a resource much more.

In terms of future schemes, if we are going to get round the problems of short term funding, the only way we can proceed in terms of the statutory and voluntary sector is through genuine partnership. I think that we have got to identify needs. I think that we have got to set a contract between us. The first part of the contract is who does what. What's done by the Social Services Department or the Health Department and what's done by the voluntary sector. Then we have got to look on a 'who does what best' basis, really, and fund it properly over time. Not too long a period because we don't want to get too institutionalised. That's the problem other people have run into. But we have got to give people some idea of permanence and drive for the future.

In my terms, real value for money doesn't mean cutting back services. If people want to cut back services then they should say so. It means giving people some sort of insurance and certainty that we really mean business about doing something about social disadvantage. It means setting up a genuine debate with users of the services to find out what they seek themselves rather than deciding what they need. And it removes replacing the age of platitudes because I think there has been a lot of platitudes really about the under fives and under fives services and - to use a phrase popular with my father - 'putting our money where our mouth is'. Because it is all very well at these sort of gatherings to talk about services and where we should see improvements and hope that people will cope. Really, a lot of improvements in the services over the last ten years have been created on people's good will, haven't they? They have been created on your good will and childminders' good will, and nursery nurses' good will. I am not going to miss them either, knowing that there is a greater need that we can't resource, so people are over-working and taking on things which on a management basis they would never take on. And

really what we are going to do is destroy people if we go on that much longer, and destroy people that are very valuable. We have really got to sit down and use the business methods and work out how much it will cost to provide a decent service and say so. At the end of the day, in my world, politicians will decide. They have got to decide what level of service they want. But I think that it is interesting that my own Association, Association of Directors of Social Services, not known historically for their radical approach I don't think - first group you think of to be radical - some of the statements they're making about employment and rate capping and all these issues were unheard of when I went into that Association two or three years ago. It has not been caused by me. I think that there has been a change in membership of the Association directors. But its the importance of Social Services; we're big spenders already, we have a lot of responsibilities and we have got to make sure we use our weight to go in what I call the value game earlier.

It is possible, I think, to call the childminding the acceptable face of private enterprise. And the flexibility that has built up is something worth preserving. I don't want to see all childminders eventually employed by local authorities. I think that there is a case for direct employment of childminders in certain circumstances, but I wouldn't want to see the determination of the service coming away from the childminders. And I hope you wouldn't either. But what we have got to do is harness that good will, harness the interest and the status which has been given to childminders by associations like your own over the last ten years and make sure that it gets its proper place in the resource game.

That's easy to say but very hard to do.

JOHN RANSFORD

COMMENTS AND QUESTIONS AT END OF MORNING SESSION

Chairman of the NNEB replied to John Ransford by saying that it was a long time since he had first made the comment about NNEB and that she thought he ought to bring himself up to date with NNEB.

The Speaker replied that he hadn't meant to be cryptic and "that the change that has occurred in the training of Nursery Nurses and the placements that go on are quite tremendous and in the direction which I hope the majority of the audience would expect." He was concerned that there were still senior members of NNEB in powerful positions and teachers at NNEB Training Courses who work from a traditonal base which makes some day nurseries very unwelcoming for people going in. In his own area day nurseries are changing into family centres andare having a different emphasis to their work simply because far more of the children are placed by Social Services for socially disadvantaged reasons which is changing their work but there are still those who seem "cool" to other carers, like Childminders.

Regarding comment about heavy workloads, John Ransford said that local authorities vary, but he felt that there was still an obsession with bureaucracy in public services and with registration. He considered that the service was about help and support and going to the home and measuring floor space and giving a certificate should be part of that.

A delegate from Bedford Social Services said that NCMA is going forward but that they feel they are going back as they have a six month waiting list for registration and Social Workers are not allowed to do anything else but registration. If support gets farmed out to childminding groups, they will become registering machines! Other delegates said they had waiting lists and a delegate from Cheshire said that it was awkward that the Law says you have to register everyone who applies - to go through the process.

Bradford Social Services said they are now able to let everyone go to a pre-registration meeting and this weeds out many. They also have a two-tier registration system.

The Chairman of NCMA said that there was concern for childminders who, to hurry the process of registration, took a child but, of course, the childminder could not be insured unless registration had taken place.

A Greenwich Child Care Campaign delegate said that there are problems in many areas because parents don't have a choice of child care. Sponsored minders and young NNEBs are getting priority children that they are not trained or supported to deal with.

A member of the Charlton Training Centre said they have what John Ransford called "funny money" but it had enabled them to make their first breakthrough - paying minders £40 per week. It came down to a woman's fight because they are usually in low-paid jobs and can't afford more for child care, receiving very little support from Social Services Departments.

John Ransford said that Social Workers and Childminders who wanted to put forward a case to the Department should compile a water-tight document. It was not only the Director who had to be convinced, but, in turn, the "case" had to go to colleagues and Committees to

COPY AVAILABLE

THE REGISTRATION PROCESS

GROUP 1:

The discussion was led by Margaret Driver and a plan was outlined covering issues to include Registration, de-registration, refusal of registration and race and registration.

Race and Registration

The subject of the Bradford Local Authority and signed declarations that childminders will not discriminate on "grounds of religion, race or colour" was raised. Lewisham Council have an Equal Opportunities Policy and three hand-outs are given covering these aspects. Lewisham Council willwrite to all childminders to explain the policy and how minders are included. They will moniter each minder and if black children are refused over a period of time they will de-register. The example was discussed concerning the state of care if a racist accepts a black child and should white children be minded by a racist minder?

It was suggested that training and support may reduce the incidence of minders' nervousness about looking after children of different cultures. Delegates looked into the pros and cons and the problems which may particularly concern black minders and doubts were expressed about writing these requirements into the Act. Some minders said they would not take black children but ended up by doing so. Were their reasons economic, education? Apparent racism may be ignorance. Training in racial awareness should be extended to childminding and the Group were asked whether they thought it racist not to recommend a coloured childminder.

Childminders may not want to sign a paper because it could be seen as an invasion of privacy. They were not employed by the Social Services and the question was asked who is the action protecting? It was suggested that it was not the childminder who, by signing, was then liable to repercussion.

When the policy is made public will some parents exploit it? Could it cause more problems than can be handled? (It is easier when the Equal Opportunities Policy is applied to a workplace).

De-Registration

A case was discussed in which a minder's husband sexually interfered with children and the police were called in. The police couldn't bring charges because of lack of evidence, although there was bruising. The childminder's adviser went to Social Services Committee who agreed that the minder should be de-registered. The Legal Department thought there was insufficient information to do this. A first notice of intent was issued. The couple appealed and consulted a solicitor - then did a "moonlight flit". The Social Services Committee was prepared to go to Court.

Refusal of Registration

Some delegates thought they should not have to go to Social Services Committee for every decision; that registration is the responsibility of the Council; the problems regarding refusal to register and giving reasons for refusal were discussed and the problems concerning loose wording of the Act and Local Authorities' interpretation of it; it was suggested that 'for reward' should be taken out of the Act; there was general agreement that there was lack of understanding when, for instance, Social Services Committee says it must register someone who has past practice in child care. The registration process can be difficult and anxiety-ridden.

Registration

There is not enough passing of knowledge from one authority to another; how many childminder advisers have received training concerning the Act and Registration and working with families? The retirement age (60 at Hammersmith was mentioned.)

The difficulties of Social Workers standardising practice and Local Authorities backing improving standards were included in a discussion concerning the review period and monitoring, against a backdrop of high case loads.

Some possible answers were put forward:

that the age of retirment should be at 55 - 60.

that registration should be for a limited period and then a review made on all counts.

that amendments should be made to the law

that there should be fewer childminders per adviser

and that support, training and the facility of meeting other advisers should be automatic and that training of Childminder Advisers could be before or after appointment, just as long as it took place sometime.

It was pointed out that changes in the mental health Act required local authorities to train advisers.

The advantage of a multi-disciplinary team was suggested.

GROUP 2:

GOOD PRACTICE IN CHILDMINDING/AN ANTI-RACIST PERSPECTIVE
PAPER FOR DISCUSSION

The workshop would be organised into two sections, i) outlining the issues involved in setting out an anti-racist perspective to childminding and ii) organising ourselves to carry out in policy and practice the issues and ideas which we have explored in part i) of the workshop.

Learning to be anti-racist has two stages i) that we learn to recognise our racism ii) that we take action to organise and educate others in the practice of being anti-racist.

When discussing anti-racist work, most often the vision is that there will be a discussion centred around toys, a poster or books and that these resources are anti-racist simply because they include a black face. Sometimes the resources are over-emphasised and they provide a cheap and easy answer. The workshop will set out ways in which the childminding service could incorporate wider principles of anti-racism.

As part of the exercise delegates are asked to think of their work in their own social services department and the way in which the work and free time could be enhanced by having an anti-racist perspective.

a) what would be the things which would worry you about adopting such a stance? b) are there things which are not understood and would want further clarification? c) what changes do you think will be made in the services because of these changes and what support will you need to make these changes?

It is hoped that the answers to these questions might provide a base for future workshops.

The second exercise would relate to support/training groups for local childminders in delegates' own areas.

a) how will you organise your human resources so that you have anti-racist theme b) who will be involved in your decision-making process? c) how will social services be involved in supporting your initiative? d) what are the issues to be discussed as part of the training/support theme? e) how will you advertise your service? and f) what images will you use to present your services?

The third exercise will create a racist social services department, particularly bringing in the following areas:-

i) how are policy decisions made? ii) who makes them? iii) what are the racial characteristics of staff? iv) how is staff recruited, i.e. which media is used, etc?

Other questions will relate to possible attitudes which may be held by under fives workers and attitudes towards childminders and parents who come to use this particular Social Services Department.

GROUP 2:

ANTI-RACIST CHILDMINDING

This workshop was led by Anne Clark from the National Child-Care Campaign and contained about 25 women, mostly from Local Authorities. Anne was the only black woman in the group. We introduced ourselves and then had a discussion in the main group in which Anne pointed out the difficulties of tackling a subject like this in an hour's workshop. She said that she saw it only as a beginning and hoped that the women present would be interested in taking the work further in a much longer workshop and of going back to our organisations to enable them to start work on an anti-racist perspective. Some issues which came up during this and the summing-up discussion were:

The importance of anti-racist work for those who work with very young children

'anti-racist' books and toys only work if used within an anti-racist perspective. They can't substitute for changes in attitude.

How do you introduce anti-racist work to childminders? One group had had a black woman to talk about her experience of being black and it hadn't been at all successful. Anne said she wasn't surprised. You couldn't expect one person to 'represent' all black people.

Bradford's attempt to get minders to sign declarations that they will not discriminate was explained. This initiative is also having a bumpy ride and, again, the group wasn't surprised - it was felt that the minders would want to see more support and commitment from Social Services. It was also pointed out that people might sign and still discriminate; this is no safeguard for the children.

There were no minders present, but we were talking about improving their practice: maybe Social Services personnel should concentrate on their own practice first.

What is anti-racist work? It differs from 'multi-cultural' in taking positive steps against discrimination and in accepting and understanding the unavoidable racism of white people in our society rather than just teaching about cultural difference.

Are we in danger of removing a person's right to do what she likes in her own home? It was pointed out that childminding is a service offered to the community, not a purely private activity. The bulk of the workshop was taken up by the group dividing into two to tackle two exercises. We then came back into the main group to discuss our answers.

A short survey was handed out which she hoped people would fill in and send back to her so that she can keep in touch over future work. If you are interested in this, please send your survey back to NCMA or contact us for details.

GROUP 3:

WORKSHOP ON SUPPORT SERVICES:

Over thirty delegates were each given a list of a number of childminding support services offered by Local Authorities. They were asked to pick out from the list those services that their Local Authority provides and those which they felt were in need of improvement. They were also asked to add services which they felt were missing from the list. After ten minutes or so delegates were asked to pair off and compare notes; they were then asked to join into fours, sharing their two lists and discussing them with the object of coming up with ten or so agreed priorities.

It was a difficult task in the time allocated to the discussion but the project generated enthusiasm and a great deal of interest. Lists were collected from seven representatives of the Groups as follows:-

Group 1: This was composed of two childminders from Tower Hamlets and Social Services Workers from Manchester and Herts. They suggested:
Drop-in-Centre, Courses (Discussion Groups), Subsidised childminding for parents on low incomes, safety equipment, transport to and from meetings.

Group 2: This involved a GLC Funded project worker from Greenwich and Social Services workers from the North, South and Home Counties.
Priorities were:- anti-racist/anti-sexist minding practice, equal opportunity for gays and lesbians to care for children, salaried-minder schemes, training and discussion groups, equipment loan scheme and toy libraries of any sort.

Group 3: Three Local Authorities were represented in this group. North Bedfordshire, Northampton, Kensington and Chelsea plus a Save the Children Fund Childminding Adviser: They suggested:
Toy libraries, sponsored or subsidised childminding, training courses, co-ordinating and producing newsletter.

Group 4: This group represented social service departments from two London Boroughs, one from Humberside and one from Avon.
They agreed that they would have preferred more time to discuss each issue, but eventually arrived at priorities:-
Visiting, training, information packs to leave with childminders after registration, pre-registration training, equipment/toy library (mobile)

Group 5: This involved representatives of London Social Services Departments and three rural county delegates.
Their priorities were:
Home visiting, training, development (flexible training so as not to put people off), matching minders with parents, salaried childminding (considered that salaried sponsored and subsidised was often confused), loan equipment scheme (were appalled to learn that one of their delegates didn't have a loan scheme!), they didn't consider that ethnic considerations applied to their rural areas, but did think that there should be specialist workers for childminders from other cultures and information available in mother tongue languages.

Group 6: This group had representatives from Local Authorities combining city/rural situations plus a city and a rural area.
Their priorities included:
home visiting, pre-registration, matching parents to childminder, equipment loan schemes, money(to enable insurance/membership of local group and association/grants)

Group 7: Delegates in this group included an observer from the Equal Opportunities Commission, Northants, Devon and Birmingham representatives.
Their priorities were a Drop-in-Centre to include mothers, development of sponsored schemes to offer more support to minders, regular visiting for minders, (Devon representative said in part of their County, links with Health Visitors were working well), mobile toy library, transport for creche/toys and safety equipment loan scheme.

In the remaining time, Ronny Flynn then took the main choices from the seven groups and listed them for discussion:
Training, home visits (preferably more often than at three monthly intervals), equipment (larger items such as buggies, car seats. fireguards,) Local Authority sponsored minding (in this case with reference to Social Services referrals), Drop-in-Centres/ Toy Libraries.

Although it was mentioned that each group probably had had different starting points for the exercise, i.e. departmental financial constraints, geographical considerations and different job descriptions, in the event the delegates in their haphazard groups were quite representative across the country. Within this context, the final list, though hurriedly prepared gave quite a good indication of individual worker's priorities and discussion began with the first; Training - delegates were in favour of childminders running their own courses, knowing that out of these organised meetings, groups were formed which motivated childminders to do things for themselves. It was felt that Social Services Workers should involve themselves with childminders in self-support programmes but that home visits by advisers were still vital in supporting childminders.

The discussion overlapped the second item on the list - home visits.
One delegate mentioned that in some areas home visits were being done by childminders but some social workers mentioned that they wouldn't like to be excluded from this because there was i) a fear that they would just become registering agents ii) there was the necessity for them to have contact with minders so that they could be aware of their support needs iii) there were sometimes difficulties in finding help from childminders who are also busy. The short discussion ended on the note that there could be a workshop on Home Visits and most social workers endorsed the idea of pursuing this issue. It was added in general agreement that childminders could help each other and the advisers by visiting Drop-in-Centres.

A question was asked about why Social Service Departments were sometimes unhelpful when approaches had been made to them about providing training and Drop-in-Centres. The answer was given that apart from lack of resoures, mostly financial there was the other side of the coin that when newsletters had been sent and accommodation provided there was sometimes little response from childminders.

The discussion ended with several principal points emerging:-

that there should be a workshop on home visits, including requirements of visiting childminders, i.e. the sort of training a person needs to actually visit.

Those groups which included childminders placed emphasis on Drop-in-Centres and Courses and those groups which were predominantly Social Workers placed emphasis on home visiting by Social Workers and training of Childminders.

SUBSIDISED CHILDMINDING
GROUP 4:

The discussion group was lead by Jean Booth, of Waltham Forest Social Services Department. Everyone briefly introduced themselves and Jean then led into the discussion with an outline of the subsidised scheme in Waltham Forest, which has been in operation for about seven years. The purpose of the scheme was twofold: to provide stability of care for young children and, in doing so, helping the families to cope so that young children need not be taken into residential care. Childminding and the fostering service were being strongly developed with the aim of having no children under twelve years in residential care. The needs of families involved in the scheme might be social, medical or financial. The eighty full time places across the borough are not enough, and social workers are forced to be too selective. Waltham Forest also has a small specialised minding scheme for children with severe difficulties, and the minders receive up to double the normal rate of pay from the borough. Parents make a small contribution where this is possible.

There is a regular review system to make sure that resources are effectively used, and the schemes are run very much in keeping with the ideas in the discussion paper. Jean stressed the importance of the informal support given by the minders to the families. Enough staff were needed to build up a relationship with the minder during the registration period, and support and training were important here. Waltham Forest were lucky in having 6½ full time equivalent staff for six areas, although many other boroughs were not so fortunate. The under fives care situation was seen very much as a total service, of which childminders were an important part. Jean felt that some issues for further discussion might be: the aims and purpose of subsidised schemes; criteria by which families are admitted to the scheme; criteria, if any, for childminders taking part; how such schemes are financed; levels of control; and confidentiality.

All these points were touched on in the discussion that followed, although not necessarily in that order! A picture emerged of greatly stretched resources in terms of staffing and money, and where sponsored schemes were funded by short term grants from the Under Fives Initiative, there were very real worries about how the good work started in this way could be continued without disruption to the families involved. These families were often faced with a range of problems - unemployment, poor housing, single parent situations, mental or physical ill health, and sometimes parents lacking the emotional maturity to cope without fairly intensive help. This all took extra time and needed additional staff to avoid too heavy a load being put on the childminders, who so willingly gave of their time and experience to offer support where needed to both children and parents, with little financial reward. Indignation was felt that such real need could not be met, in many areas, by increased resources made available through local authorities, rather than having to rely on temporary funding. This detracted from the stability of care for the very young, which which was put forward as one of the main purposes of the sponsored schemes. One case in point was the subsidised scheme set up in Manchester by Save the Children Fund with an Initiative grant.

Parents made a small contribution to the scheme, and minders had access to toy libraries and other support facilities. It was hoped that Save the Children Fund might carry on this work when the Initiative funding ended.

Rates of pay for minders in different areas ranged from under £20 to £26 per week, although "day fostering", usually for high priority cases with a social worker involved, carried enhanced rates of pay. Where this scheme operated, childminders taking part also registered as foster parents, and foster parents as childminders.

An interesting cost comparison came from South Tyneside, where it costs £75 per week for a full time place at a day nursery, and only £20 per week for full time care by a childminder. Although this may be a helpful statistic when pressing the case for childminders, it should not be used as an argument for closing day nurseries. There was a need for both forms of care.

It was strongly felt that the childminders should have a part to play in the review system - as the people closest to the children during the day, their knowledge of child and family would be very valuable in any assessment. However, confidentiality came into this, trust being an important part of any relationship between parent and minder, and between minder and social worker, but information needed to be passed on to social workers, and minders also needed to know about circumstances affecting the children in their care. Discretion should be used, and only relevant information exchanged. Everyone agreed that this was rather a "grey" area. Where family circumstances changed for the better, the first consideration would still be continuity of care for the child and, once on the scheme, children were very seldom moved. This also meant that such schemes extended in some cases to care of over fives.

Training with a capital "T" was to be avoided, but information and preparation sessions should be available and these, where provided, were keenly attended by minders. There was a danger in having minders specially selected and "trained" for sponsored schemes, as the important thing was to provide a family with a minder sympathetic to their particular needs. The greater the range of minders available, so much better the chance of matching family with minder.

A special skill often required by minders on the scheme was to help parents find ways of coping with difficult situations, for example temper tantrums, in a positive way, without the parent feeling inadequate. The relationship which developed between parent and minder often helped to boost the parent's confidence. Where for any reason a good relationship did not develop, the child could be moved, but this was rare. Minders in turn receive support and encouragement from their social workers, particularly in high priority cases. Minders well known to the social workers were sometimes left to "get on with it", but such minders were just as much in need of support as those new to the scheme. Again, staff shortages were blamed.

There was concern that in some areas with a high proportion of Asian and Carribean families there was a shortage of minders from these backgrounds. This was not a problem in all such areas - Waltham Forest, for example, did have Asian and Carribean minders applying for registration. It was suggested that NCMA's information leaflets in different languages could be helpful in encouraging more minders to register.

COMMENTS AND QUESTIONS
AT END OF AFTERNOON SESSION

After the four Workshop Groups had reported back, the Chairman asked delegates for comments and also for suggestions as to ways in which voluntary organisations and Childminding Groups could work with Social Services in the future.

It was mentioned by a delegate that there had been discussion regarding training for Social Workers particularly involved with Under 5's and how this would be assessed. A reply was given that because Social Workers came from different educational backgrounds with different job descriptions it wasn't always appropriate for them to have this training. How were those Social Workers who work with the Nurseries and Childminders Regulation Act going to get this training and if they agreed that regulations within the legislation were not adequate and agreed in principal with the recommendations in the Working Document how were these changes going to be implemented?

Although not an official spokesperson for the DHSS on the day, Jeff Lutterloch, a delegate, was asked if he would like to comment on these questions and whether the DHSS might be planning to bring about future legislation. It was said that there would be a look at the Guidance to Local Authorities and with that a look at the Act itself.

Opportunities for regular discussion at regional level about improvements in under 5's Care could take place at meetings of the Association of Advisers for Under 5's (AAUF) and those interested were asked to contact the Chairman at 11 Lumb Lane, Almondbury, Huddersfield HD4 6SZ.

It was announced that after listening to the delegates and speakers at the Seminar, Harriet Harman MP would like to frame a new Act, with the help of lawyers, in the form of a Presentation Bill by the Opposition to Parliament updating legislation surrounding childminding. Other types of child care would be brought into separate sections. Delegates were asked to respond in writing after the November and January Seminars on the Working Document so that a Working Party could be set up with Harriet Harman MP. Delegates were also asked to put forward views opposing new legislation.

A delegate emphasised that under present legislation there was a tremendous variety of provision and other comments were made that new legislation may be negative and prevent creative interpretation of the present Act

It was also mentioned that present Legislation allows people and Local Authorities to do very little and that a new Law will have the effect of bringing about change.

DELEGATES

ABLITT, MR N	NORTHAMPTON
ADAMS, ROSE-MARIE	HARROW
AINSCOUGH, MRS	WIGAN
ANDERSON, VIVIAN	TOWER HAMLETS CMG
AYRES, MARTIN	SUFFOLK
BAMFORD, M	HERTFORDSHIRE
BAYLIS, NICKY	HAMMERSMITH
BECK, F	CHESHIRE
BELL, DOREEN	KENSINGTON/CHELSEA
BLAKE, MARGARET	DEVON
BOOTH, JEAN	WALTHAM FOREST
BRASSINGTON, E	NORTHAMPTONSHIRE
BRAWN, ANN	DERBYSHIRE
BROOKS, D	DORSET
BROWN, JEAN	NCMA
BURTON, JOAN	MANCHESTER
CAHILL, B	E.O.C.
CHAPLIN, JEAN	SUFFOLK
CHAPMAN, SUSAN	NORFOLK
CHARLES, MARIAN	DERBYSHIRE
CLARK, JANE	HOUNSLOW
CLARKE, ANN	NCC
CORNOCK, SYLVIA	CHESHIRE
COVENEY. HELEN	HAMMERSMITH
COWLEY, E	NORTHAMPTON
CUNNINGHAM, J	SOLIHULL
DAVISON, J	DURHAM
DAWSON, E	BRADFORD
DAY, DOROTHY	S.C.F.
DEHN, JILL	EAST SUSSEX
DRIVER, MARGARET	LEWISHAM
DYSON, CELIA	DERBYSHIRE
FELL, MARGARET	S HUMBERSIDE
FERNANDO, DEIDRE	HAMMERSMITH
FISHER, G	BIRMINGHAM
FLYNN, RONNY	OPEN UNIVERSITY
FOGG, JULIE	HERTFORDSHIRE
FRANKS, JULIA	SANDWELL
FREELAND, MARY	NORTHAMPTONSHIRE
FULLER, M	BIRMINGHAM
GABBITUS, FRANCES	SOUTH SHIELDS
GLEDALL, M	DORSET
	ISLINGTON
HARTRIDGE, J	DEVON
HAWLEY, DAVID	OXFORDSHIRE
HAYWARD, GILL	NORTHAMPTON

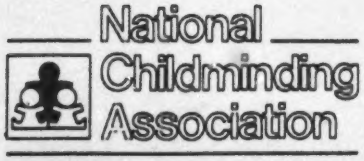
HEBBS, S A	TOWER HAMLETS
HEMMING, BEV	NCMA, TRAFFORD
HOBSON, J	HERTFORSHIRE
HOPKINS, MARY	KENSINGTON/CHELSEA
HORSFIELD, BECKY	BRADFORD
HOUCHIN, SHEILA	BERKSHIRE
HOWLETT. BETTY	BUCKINGHAMSHIRE
	LONDON UNIVERSITY
HULSTON, SUE	S.C.F., MANCHESTER
HUTCHINSON, PATSY	NCMA
JACKSON, RONNIE	DEVON
JEFFS, CAROLINE	BUCKS
JENNINGS, BETTY	STAFFORDSHIRE
JOHNSON, NAOMI	S.C.F., MANCHESTER
JOHNSON, E N	S HUMBERSIDE
KEECH, DELIA	NORTHAMPTONSHIRE
KELLAWAY, BERYL	ESSEX
KOVACS, I	HAMMERSMITH
LEADER, PAM	HERTFORDSHIRE
LESLIE, JEAN	NORTHAMPTON
LIDDLE, AUDREY	BEDFORDSHIRE
LINGARD, GILL	HERTFORDSHIRE
LLOYD, ELDEY	HARROW
LOWDON, ELIZABETH	NEWCASTLE
LUTTERLOCH, MR J	DHSS
MARTIN, BRENDA	SANDWELL
MC MAHON, D	BARKING
MILLAR, CATHY	TOWER HAMLETS CMG
MILLER, PEGGY	ISLINGTON
MITCHELL, GWYNETH	HERTFORDSHIRE
MOORE, EDIE	ISLINGTON
MORRISS, JULIE	HERTFORDHIRE
MURPHY, M	LIVERPOOL
	ISLINGTON
MURRAY, RUTH	HAMMERSMITH
MURRAY, SHELAGH	ESSEX
MYERS, M	LEEDS
NEWALL, EDWINA	MANCHESTER
NEWTON, JANET	BUCKINGHAMSHIRE
NORTH, CHRIS	NCMA
O'BRYNE, PIP	GREENWICH CHILDCARE
O'DONOGHUE, MAUREEN	NCMA
OTVOS, BERYL	HARROW
OWEN, SUE	NCMA
PALING, MARJE	NCMA
PHANG, ELIZABETH	BRENT
PLATTENER, IRMA	NCMA, SOUTHWARK
POLLEY, MR E	TOWER HAMLETS
RALEIGH, M	HAMMERSMITH

RAMSEY, C	LEEDS
RANSFORD, JOHN	KIRKLEES
RAWSON, TONI	NCMA
RAY, SUSAN	BEDFORDSHIRE
RICHARDS, JOAN	HERTFORDSHIRE
RICHARDSON, J A	S HUMBERSIDE
RICHARDSON, MARGARET	BOOTHSTOWN CMG
ROBEY, M	OLDHAM
ROBSON, JANET	NORTH YORKSHIRE
RODDY, MR L	NORTHAMPTON
SACCAN, LIZ	S HUMBERSIDE
SCHROTER, VERONICA	HAMMERSMITH
SHEARER, O	HERTFORDSHIRE
SINGLETON, JOAN	NCMA, BLACKBURN
SMITH, CELIA	NCMA
SMITH, LIZ	NCMA, STAFFORD
STACEY, BECKY	HAMMERSMITH
STEVENS, JUNE	CAMBRIDGE
SWIFT, MR J	SOMERSET
TAIT, NORMA	NEWCASTLE
TENCH, M	OLDHAM
TUFFIN, PAM	GWENT
TYLER, C	NEWHAM
WAKE, M	HAMPSHIRE
WALDEN, SHELAGH	HERTFORDSHIRE
WARD. LORNA	BRENT
	WARWICKSHIRE
WATERS, CATHERINE	CHESHIRE
WATTS, FRANKIE	AVON
WHISKER, CHRISTINE	KENSINGTON/CHELSEA
WHITELOCK, DOROTHY	LEEDS
WHITFIELD, PROF. R	S.C.F.
WILSON, SHEILA	NCMA
WOOD, PEGGY	BROMLEY
WRIGHT, SHEILA	
YARD, PANDORA	NCC

NATIONAL CHILDMINDING ASSOCIATION

GOOD PRACTICE IN CHILDMINDING

A CONFERENCE ON THE LOCAL AUTHORITY ROLE IN CHILDMINDING HELD AT THE NATIONAL CHILDREN'S BUREAU NOVEMBER 7 1984



204–206 High Street, Bromley, Kent BR1 1PP. 41